

# SUSTAINABILITY REPORT 2019

Sigma Technology Group



This report has been prepared in accordance  
with the GRI Standards: Core option



## KEY FACTS

Sigma Technology is part of Sigma and is a global supplier of product information, software and embedded solutions, and offshore development.

We are a team of 800+ experts with a passion for technology and information and take pride in delivering quality and constantly improving our deliveries. Our philosophy is “Local Drive – Global Strength”, therefore we have offices worldwide to be close to our customers.



SIGMA TECHNOLOGY HAS MORE THAN 20 YEARS OF EXPERIENCE IN PROVIDING SERVICES WITHIN R&D



SIGMA TECHNOLOGY IS MORE THAN JUST AN ORDINARY CONSULTANCY PROVIDER. WE ANNUALLY DELIVER MORE THAN 1,000,000 HOURS IN MULTISITE MANAGED SERVICE



SIGMA TECHNOLOGY IS A TRUSTED STRATEGIC PARTNER SUPPORTING OUR CLIENTS AROUND THE WORLD TO DEVELOP, IMPROVE, AND IMPLEMENT NEW PRODUCTS IN FULLY-TAILORED SOLUTIONS



SIGMA TECHNOLOGY IS PROCESS DRIVEN. OUR SERVICES CONFORM TO ISO 9001, 14001, AND 27001



18 OFFICES

SIGMA TECHNOLOGY'S GLOBAL PRESENCE ENSURES THE COMPETENCE AND CAPACITY TO OFFER HIGH-QUALITY LOCAL DELIVERY IN COMBINATION WITH A GLOBAL REACH



SIGMA TECHNOLOGY HAS BEEN VOTED BY ITS EMPLOYEES AS ONE OF THE BEST EMPLOYERS IN SWEDEN FOR THE PAST SIX YEARS

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# CEO STATEMENT



2019 has been our best year ever so far. We have had a strong financial result and stable growth over 20%, which means that we will become 900 colleagues by the end of this year. We have opened new business units in Stockholm, Lund, Linköping and Gothenburg, added new areas, and R&D clients to our business portfolio.

Our philosophy 'Local Drive. Global Strength' enables us to utilize the full potential of both being a global organization with a local adoption and focus on competitiveness. Sigma Technology as a Group grows a bit faster and with a better profit margin than our competitors. Our clients are urged to transform their organizations through digitalization, electrification, and new business models to strengthen market position. This trend gives us a solid ground to come in as a technology enabler.

**“We have a clear focus in all the areas of our operations, including our sustainability and CSR involvement that was acknowledged with the Best Managed Companies 2019 recognition by Deloitte.”**

# CEO STATEMENT

In Q1, Deloitte and NASDAQ announced the winners of the Best Managed Companies award for 2019. The Best Managed Companies program provides a framework for management teams to challenge themselves and measure their success in having a great strategy, strategic management, corporate culture, and financial performance. Sigma Technology Group, including all operations globally, has become one of only twelve companies to receive the Sweden's Best Managed Companies recognition out of 1,000, celebrating our efficient organization and continuous focus on people and success.

**“We contribute to a better tomorrow by driving education and innovation development.”**

It is important for us to have a clear agenda for our sustainability work and translate the goals into concrete actions. As a consulting company, knowledge, experience, and education are central components for us, which is why we have decided to contribute to a better tomorrow through education and innovation. Here we feel at home and know that we can make a difference.

We focus our sustainability work in several areas, based on significance of economic, environmental and social impacts as well as influence on business operations. These areas are Superior Employment, Superior Supplier Value, Community Development, University cooperation and education, Equality and Diversity, and Business Ethics and Transparency. This report gathers the highlights of our sustainability work in 2019.

I would like to thank all our talented colleagues who contribute to making Sigma Technology an organization where people are in focus and where we make technology usable. Together, we create a responsible and sustainable organization.

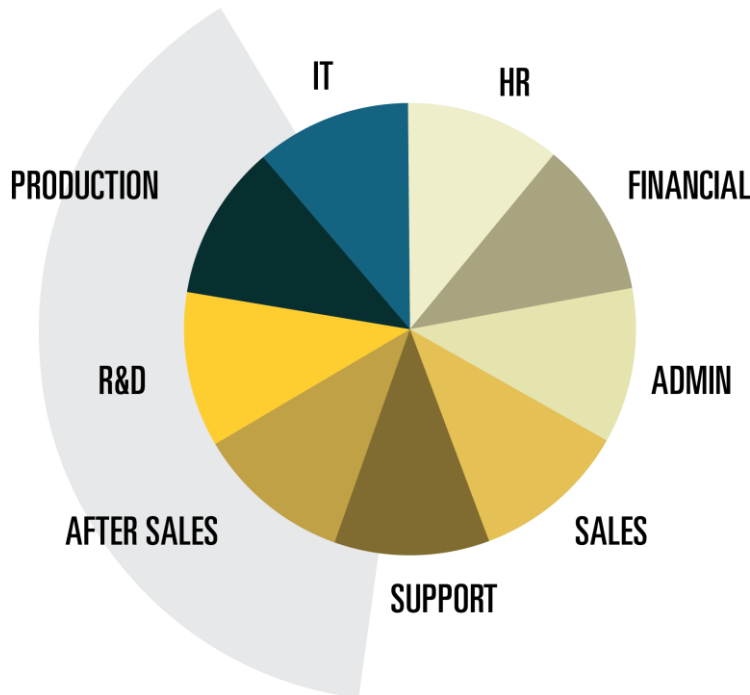
Carl Vikingsson,

CEO, Sigma Technology Group

# WHO WE ARE

We are targeting large world's leading companies who require and a supplier able to drive innovation and provide a top-quality delivery. Sigma Technology focuses on the customers' activities in product development with the strategy to follow our customer globally. The services are Product information, Embedded & Software Design, Information Management and offshore IT-services.

Our vision is to become the leading tech consulting company where people are in focus, helping our clients innovate and our people grow. That is why we have two priorities: superior supplier value and superior employment.



*"Our organization's philosophy is 'Local Drive. Global Strength' that allows us to combine the power of a global company with a strong local presence and distributed responsibility. We have a clear focus in all the areas of our operations, including our sustainability and CSR involvement that was acknowledged with the Best Managed Companies 2019 recognition by Deloitte."*

*Carl Vikingsson, CEO Sigma Technology Group*

# SUSTAINABILITY CONTEXT

Sigma Technology regularly takes part in activities that contribute to a sustainable future, by supporting innovation and development through education.

We do that in close cooperation with universities by driving innovation, through exchange programs, and on a voluntary basis as teachers. We open up doors for students who want to learn about entrepreneurship or a specific industry, or simply want to acquire a competitive skill in a certain area.

**OBJECTIVE**  
THE LEADING TECHNOLOGY  
CONSULTING COMPANY WHERE  
PEOPLE ARE IN FOCUS

**COMPANY CULTURE**  
STRIVING FOR SUCCESS

**PHILOSOPHY**  
LOCAL DRIVE, GLOBAL STRENGTH

SUPERIOR  
EMPLOYMENT

SUPERIOR  
SUPPLIER VALUE

KNOWN  
AS LEADER  
IN BUSINESS

GROW FASTER  
WITH BETTER  
PROFITABILITY THAN  
OUR COMPETITORS

# EXPECT A BETTER TOMORROW

## OUR VISION

Our main driving force is to create a better tomorrow. We have great people with great ideas that drive development forward. This is precisely what motivates us at Sigma, to empower the vision and shape tomorrow, for our customers, our employees, and for the world around us.

### A BETTER TOMORROW FOR OUR CUSTOMERS

- We translate innovations into the customers' daily business.

### A BETTER TOMORROW FOR OUR EMPLOYEES

- We cultivate an engaging multicultural environment where employees can share experience and improve their skills and responsibilities.

### A BETTER TOMORROW FOR THE WORLD AROUND US

- We contribute to a sustainable future by supporting innovation and giving a brighter future through education.

Read more about [Sustainability at Sigma Technology](#).

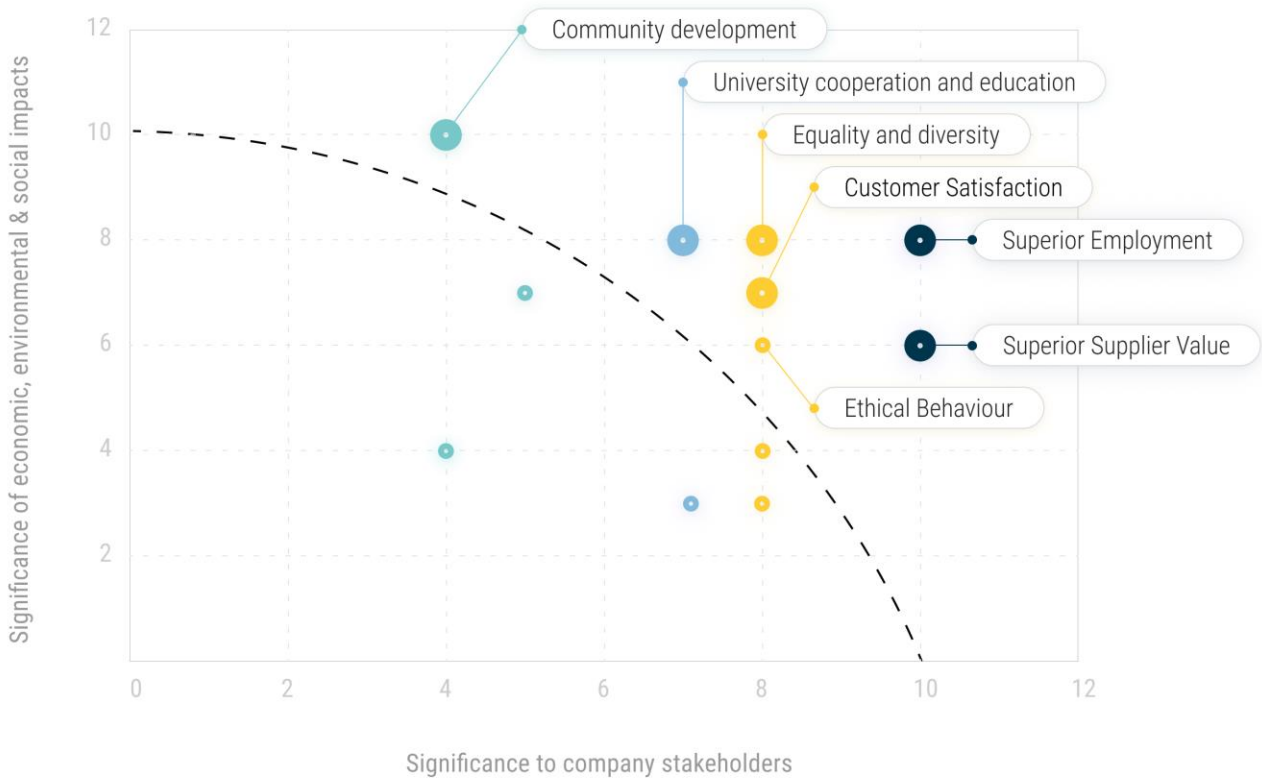


CONTRIBUTING TO  
A SUSTAINABLE FUTURE  
THROUGH EDUCATION  
AND INNOVATION



# MATERIALITY OF SUSTAINABILITY

Sigma Technology's top priorities are Superior Employment and Superior Supplier value. Below, we have listed additional material topics: their impact and their respective main opportunities and risks. The topics with materiality geometric mean  $> 10$  are presented in extent in this report.



# MATERIALITY OF SUSTAINABILITY

Topic	Impact	Risk/Opportunity	Influence on stakeholder assessments & decisions	Significance of economic, environmental & social impacts	GMS
Superior Employment (Employee satisfaction)	High: brings down attrition which reduce cost. Increase ability to recruit which support growth	Risk: Customers' ability to be long term sustainable, to continue demanding service. Lack of ability from managers to interact in a attractive way with employees and candidates. Opportunity: Grow ahead of competitors	10	8	12,8
Superior Supplier value (Strategic Fit, Services, Organization, Management)	High: brings more and better long-term business opportunities than to competitors	Risk: if don't manage, opportunities will be less. Opportunity: if we do it well growth will come more easily.	10	6	11,7
Customer satisfaction (Delivery quality)	High: brings higher status as supplier and more business.	Risk: if don't manage, opportunities will be less. Opportunity: if we do it well growth will come more easily.	8	8	11,3
Community Development (Star for Life, primary school programs, FCR)	Medium: Important project to large part of the company, customers and the society. Strongly add meaning and moral value.	Opportunity: we will attract employee, candidates and customers.	4	10	10,8
University cooperation and education	Medium: important activities for improving education for students.	Opportunity: will create stronger contacts with potential candidates. The candidates will gain more applicable skills and knowledge.	8	7	10,6
Equality / Diversity	High: upholding and advancing the perceived equality and inclusive culture is imperative in a multi-national and diverse organization.	Opportunity: more employees and candidates will feel attracted to the organization. Customer will feel the good spirit from our team.	7	8	10,6
Ethical Behavior, Transparency and Anti-Corruption	Medium: following the highest standards of business ethics enhance the moral of the whole organization. Customers and society will since this and have trust in the company.	Risk: failure to following the Code of Conduct and Business Ethics will undermine the trust from customers, employee and society.	8	6	10,0

# MATERIALITY OF SUSTAINABILITY

Topic	Impact	Risk/Opportunity	Influence on stakeholder assessments & decisions	Significance of economic, environmental & social impacts	GMS
Environmental impact (Business Travel, recycling, energy consumption)	Low: The service supply has only small environmental impact. We support sustainability by acting responsibly on business travel, recycling, energy consumption etc.	Risk: failure to act in a sustainable way will have negative impact on environment and the moral of the team.	8	4	8,9
Information security, Cyber security	High: It is imperative to keep internal and external business information and secrets safe.	Risk: inability to safeguard customer material will undermine trust of the company. It implies risk for penalty.	5	7	8,6
Health and Safety, Employee Health	Low: good working environment in the offices and at the customers are key. Our managers have close dialogue with our employees to support on their wellbeing.	Risk: work load, skills, cooperation, communication and responsibilities need to follow abilities for all employees not to cause stress.	8	3	8,5
Risk management	Medium: Risk management is done according to the ISO 27001 standard.	Risk: fixed price assignments on has higher business risks and need to be managed closely from start.	7	3	7,7
R&D Innovation	Low: we focus to be innovative in the customer assignments. This adds value and the attraction as a partner.	Opportunity: Innovative contributions will increase the customer perceived value. We will get more opportunities from the customers.	4	4	5,7

# UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations adopted Agenda 2030 and 17 Sustainable Development Goals that global leaders have pledged to achieve. Sigma Technology strives to contribute to the progress. We have identified the goals that we support through continuous improvement of our operations and sustainability performance. Sigma Technology contributes to sustainable development through community development, education and innovation, gender equality, diversity, responsible consumption, and business ethics.



EXPECT A BETTER TOMORROW

# SUPERIOR EMPLOYMENT

## (EMPLOYEE SATISFACTION)

Our vision is to become the leading tech consulting company where people are in focus, helping our clients innovate and our people grow.

That is why we have two priorities: superior supplier value and superior employment.

We deliver Superior Employment Value through:

- Employer branding
- Challenging work
- Caring leaders
- Trust and respect
- Training & workshops
- Development “Trainee to coach”
- Conferences and summits
- Health policy
- Team building
- Corporate spirit
- School mentorship (student ambassadors, sponsorship, courses)
- CSR

4 QUALITY EDUCATION



5 GENDER EQUALITY



# SUPERIOR EMPLOYMENT

(EMPLOYEE SATISFACTION)

Sigma Technology has been voted as one of Sweden's Best Employers for seven consecutive years. The survey is conducted by Universum, one of the most popular job portals in Sweden.

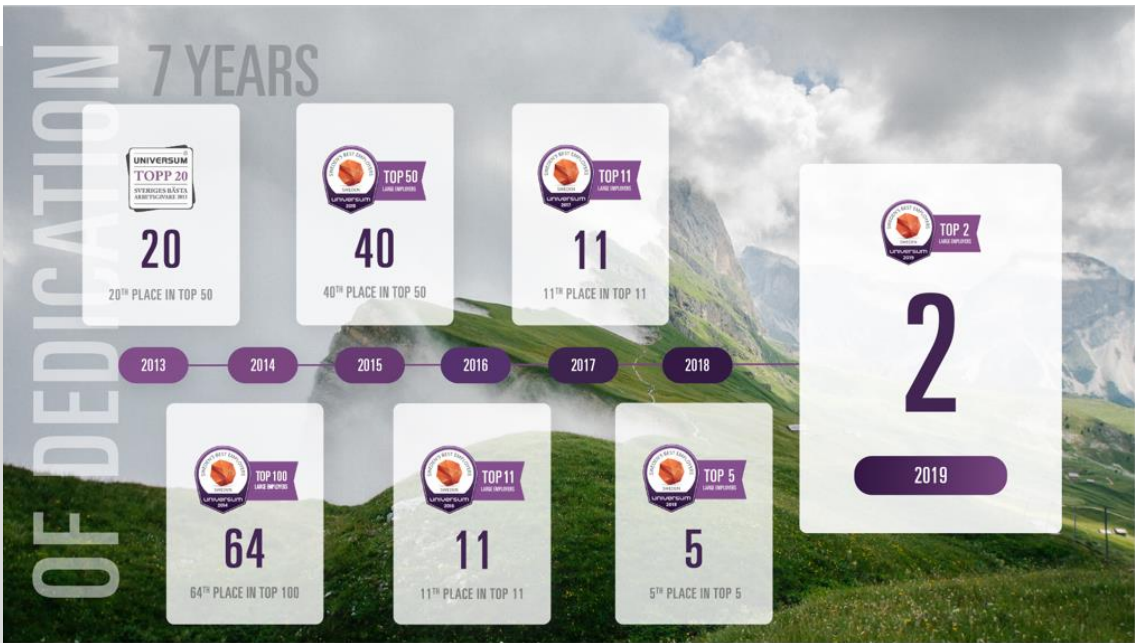
4 QUALITY EDUCATION



5 GENDER EQUALITY



Sigma Technology Sustainability Report



## PEOPLE IN FOCUS

GLOBAL COMPANY WITH FAMILY SPIRIT

- 40 COUNTRIES DIVERSITY AND INCLUSIVENESS
- TRUST & RESPECT CARING LEADERS
- EXPECT A BETTER TOMORROW
- 7 YEARS OF DEDICATED EFFORT



# SUPERIOR EMPLOYMENT

## (EMPLOYEE SATISFACTION)

- The managers closely engage with employees to identify and coach for their professional development. The manager will identify the most suitable customer's assignments based on the employees' professional competence and skills, with the long-term development in mind.
- The development plans are documented and reviewed every year, and followed up every quarter. The manager communicates with each employee on a weekly basis.
- All senior managers (company presidents) are recruited locally from the same country where they are operative (Sweden, Hungary, and China). This is in line with our strategy "Local Drive – Global Strength".
- The Company offers training and workshops on a monthly basis. They are organized internally, and there are internal and external trainers. Training is online or classroom-based.
- The Company has employees with origin in over 40 countries. The company culture is based on trust and respect. All employees will get equal opportunities based on their qualifications and abilities.
- The Company has organized yearly summits. All employees are invited, and together we build the common grounds of the company including personal development, company development, sustainability aspects, University cooperation, community cooperation etc.

4 QUALITY EDUCATION



5 GENDER EQUALITY





# SUPERIOR SUPPLIER VALUE

(STRATEGIC FIT, SERVICES, ORGANIZATION, MANAGEMENT)

Sigma Technology's philosophy is 'Local Drive – Global Strength'. We combine a strong local presence with the strength of being a global player.



Best Managed Company in Sweden 2019

## STRIVING FOR SUCCESS



Best Managed Companies is a global recognition granted by Deloitte. The award recognizes successful private Swedish companies based on strategic direction, ability to execute, corporate culture, and financial performance.







# SUPERIOR SUPPLIER VALUE

(STRATEGIC FIT, SERVICES, ORGANIZATION, MANAGEMENT)

We deliver Superior Supplier Value through:

- Operational excellence
- Leadership in services
- Delivery excellence
- Commercial excellence
- Capacity to meet global or local expectations
- Technology capability
- Agile & lean operations that are flexible and scalable
- Innovation
- Structure capital (ISO, IS/IT, etc.)
- Stable financials





# SUPERIOR SUPPLIER VALUE

## (STRATEGIC FIT, SERVICES, ORGANIZATION, MANAGEMENT)

- The Company organizes its operations to bring value to our customers in an effective, profitable and sustainable way.
- The Company assesses the customers' needs and demands on a weekly basis. The assessment guides for most effective use of consultant skills, team sizes and forecast for recruitment.
- The managers follow up weekly with the customer's stakeholders. The discussion is based on performance, needs, and how to further improve the Company's delivery.
- In larger customer cooperation, the managers drive to have in-depth discussions at steering group meetings and roadmap meetings on a quarterly basis.
- Based on these discussions, the managers will drive the continuous improvements of the delivery. That can encompass extent of delivery, responsibilities, geographies, targets for quality and cost, skills of the consultant team.
- Many customers define KPIs. Each company manager will drive the continuous improvement of KPI results. Recently, the KPI score for the company's largest customer was at all time high at 79% where 75% is regarded as a good and sustainable level (commit level).
- In global assignments managers cooperate to lead the assignment. The global account responsibility / coordination is managed by one manager.
- The company managers involve consultants in activities to reach the targets at each customer.



# CUSTOMER SATISFACTION

## (DELIVERY QUALITY)



75% customer satisfaction is regarded as a good outcome by most organizations.

- Sigma Technology targets 80% or better as response on our Customer Survey.
- The Customer Survey result has been over 80% the last 10 years.
- The Customer Survey result for 2019 is 85,6%.



# COMMUNITY DEVELOPMENT

WE CARE ABOUT EACH OTHER AND THE WORLD AROUND US



We are extremely committed to everyone in our Sigma team. As a large company, we have a huge responsibility for the ones who work [at Sigma](#) and the ones we work for. But we also have a strong belief that we should take an active role in creating a better tomorrow for people all over the world.

CONTRIBUTING TO  
A SUSTAINABLE FUTURE  
THROUGH EDUCATION  
AND INNOVATION

20

UNIVERSITIES COOPERATE  
WITH US IN SWEDEN,  
HUNGARY, CHINA, UKRAINE.

1400

STUDENTS ARE OUR FRIENDS  
THROUGH STAR FOR LIFE

# COMMUNITY DEVELOPMENT

**STAR FOR LIFE**  
Empowering young people to dare to dream and reach for these dreams.

School Name	Number of Students
MMEMEZI HIGH SCHOOL	400 STUDENTS
NIBELA PRIMARY SCHOOL	600 STUDENTS
NOMPONDO PRIMARY SCHOOL	400 STUDENTS

At Sigma Technology, we believe that a better tomorrow is possible through education and innovation development. As a proud sponsor of Star for Life, a unique program aimed at preventing the spread of HIV and AIDS among young people in South Africa and Namibia, we have a unique opportunity to give children in South Africa a better future.

Star for Life was created in 2005 by Christin and Dan Olofsson, owner of Sigma Group, and now involves more than 300,000 young people and their families in South Africa and Namibia.

Over the last four years, Sigma Technology has supported three schools in South Africa, enabling the Star for Life motivational and health program: Mmemezi High School, Nibela Primary School, and Nompondo Primary School. The cooperation is driven by CEO, PR & Communications Manager and Sigma Technology employees – Star for Life Ambassadors that are selected on a two-year basis.

# COMMUNITY DEVELOPMENT

Star for Life ambassadors are responsible for:

- Communicating with schools and Star for Life organization regarding our support and scholarship program for the graduates, identifying other initiatives we can support.
- Analyzing and reporting on the status of Star for Life project in Sigma Technology's schools.
- Being spokesperson at Sigma Technology regarding our Star for Life program by sharing news on SKIES and ST Outlook for all employees.

## SMART RECYCLING OF COMPUTERS – SPONSORING COMPUTER EDUCATION IN SOUTHERN AFRICA

In 2018 and 2019 Sigma Technology supported the Computer Education in Southern Africa (CESA) project. The CESA project is based on the cooperation of businesses willing to donate computer equipment and students willing to invest time, organizational effort, and knowledge. The project functions in three steps: first, the group selects a team of students who will go to South Africa and Namibia to install computers in schools, educate teachers and students. Secondly, CESA finds partners in Sweden that are willing to donate laptops or support the project financially. Finally, the students go to rural schools chosen by Star for Life to install the computers and educate personnel and students.

## HEROES OF TOMORROW AND SIGMA TECHNOLOGY GRANT

Sigma Technology sponsors the graduate students at Mmemezi High School with the entrance fee for higher education.

# COMMUNITY DEVELOPMENT

## THE EDISONPLATFORM, HUNGARY

Edisonplatform is a new think-tank community created by Bridge Budapest, a Hungarian entrepreneurial-founded NGO. The platform aims to connect value-oriented business actors with child development experts and foster their long-term cooperation. The platform is a place that brings together corporate actors and NGOs, share best practices, and acknowledge outstanding achievements. Sigma Technology is proud to be one of the companies to support the platform.

Edisonplatform's goal is to better connect NGOs, for-profit, scientific, and education actors concerned about the future of children, to collect best practices worth learning from, to create new knowledge, and to develop how children and adults think. Edisonplatform would like to make an impact on the lives of over 20,000 children and parents by 2020.



# UNIVERSITY COOPERATION AND EDUCATION

## UKRAINE

ENTREPRENEURSHIP  
IT EDUCATION

## HUNGARY

INFOCOMMUNICATION  
TEST AUTOMATION  
EQUALITY

## CHINA

TECHNICAL  
COMMUNICATION

## SWEDEN

PRODUCT INFORMATION  
VR/AR  
IOT  
EQUALITY & DIVERSITY

## UKRAINE

Sigma Technology cooperates together with Sigma Software, sister company at Sigma Group, in supporting education and innovation projects in Ukraine. The Ukrainian IT industry shows active development. According to experts' opinion, the industry growth goes up to 35-40%. The growth opens new opportunities for Sweden-Ukraine cooperation. Sigma Technology and Sigma Software has supported several educational projects including:

- A three-year Tempus project NEFESIE that aims to enhance innovation and entrepreneurship among Ukrainian students (2015-2018)
- IT entrepreneurship innovation contest "IT-Eureka" that gathered around 1,500 students.
- Mentorship programs and courses for students of the leading tech universities in five biggest cities of Ukraine.

## HUNGARY

Sigma Technology's Hungarian office supports multitude of initiatives to promote better quality of higher technical education in Hungary.





# UNIVERSITY COOPERATION AND EDUCATION



Sigma Technology Hungary is one of the strategic partners of the second largest engineering university in Hungary, Óbuda University. Sigma Technology holds Infocommunication and Soft Skills course for 110 students of the Informatics Department at the university. In 2019, we also launched a course in Test Automation. Sigma Technology Hungary also sponsored a fully equipped IT lab at the university.

During spring and summer 2019, Sigma Technology Hungary supported MATCH Startup Program under the aegis of the Embassy of Sweden in Hungary. MATCH Startup Program is a neutral business platform that aims to bring together high-performing Swedish corporates with carefully selected startups from Central and Eastern Europe, with a focus on mentoring and business match-making, powered by the Swedish Government. The initiative is operating under the umbrella of Global Startup Awards.

# UNIVERSITY COOPERATION AND EDUCATION

## SWEDEN

Sigma Technology in Sweden cooperates with several leading technical universities in the areas of product information, VR/AR, and IoT.

In 2019, Sigma Technology was one the nominees for the Big IT Competence award (Stora IT-kompetenspriset) by Linnaeus University for active cooperation and strategic approach to competence development of our staff in the region.

Sigma Technology and the IoTaP (Internet of Things and People) research center at Malmö University have started a research project in the area of data-driven systems and business intelligence. The licentiate performs a three-year program combining research with consultant work assignments.

The IoTaP research center is a part of Malmö University and focuses on making the Internet of Things useful and usable. The three-year licentiate project is within the framework of the industrial graduate school Data-Driven Systems and is a way to connect academia with business. Sigma Technology will contribute with experience in business intelligence and data analytics areas. Sigma will also act as a business enabler through industrial mentoring and networking activities. The project is partly financed by the Knowledge Foundation.

Sigma Technology is an active participant of student hackathons, job fairs, and conducts guest lectures to help students in career guidance.



# UNIVERSITY COOPERATION AND EDUCATION

## CHINA

Sigma Technology China has assisted several universities in China in developing technical writing courses and held training sessions for professional use in the technical communication area.

Sigma Technology China's country manager has been a lecturer in technical communication for Peking University since 2011. About 40 students attend the course each year.

Sigma Technology also cooperates with Tongji University and drives WeChat Tech Communication community.

# EQUALITY AND DIVERSITY

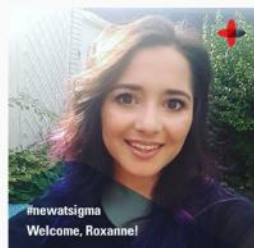
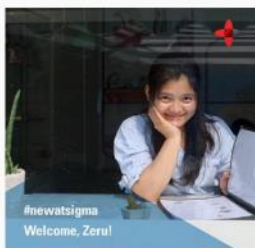
## DIVERSITY

According to Almega's IT & Telecom company report, the IT industry in Sweden will lack 70,000 IT experts by 2022. The workforce gap in the industry can lead to critical circumstances and problems in Sweden's way of becoming a digital nation. The consulting market is already overheated.

We have invested in building an organization where everyone feels included and seen. With employees from over 40 different countries around the world, we are actively working to provide each individual with the right tools for easier access to both culture and work.

One example of this is an opportunity for Swedish language education that we have in Gothenburg, Swedish Club. During our Swedish language sessions, the attendees are given the opportunity to practice speaking and writing, learn about Swedish social codes and office culture.

Follow the stories of our engineers, Jenny and Akshaya at <http://bit.ly/ingenjorerforsverige>



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



# EQUALITY AND DIVERSITY

## EQUALITY

At Sigma Technology, we strive to maintain a respectful environment where people are allowed to be who they are and everyone is treated equally regardless of their background. These activities are guided by our long-term engagement and Equal Opportunities Policy.

Sigma Technology works actively to be an attractive workplace for both men and women. In 2019, the gender proportion is 33% women and 67% men. To encourage more women join the IT area and become part of Sigma Technology, we support different types of activities:

- WiTech – female network in Kronoberg region where Sigma Technology is a gold sponsor. WiTech aims to inspire future generations of girls to join IT, inspire more women in tech to become role models, and create a meeting place for women in tech.
- Skool project – programming education for girls aged 10-18 in Hungary. Skool has helped over 2500 girls to get to know Scratch and start programming.
- Female Network Forum – the first joint platform for different female tech networks in Gothenburg.
- Pink Programming – programming courses and boot camps for women interested in programming (sponsored by Sigma Group)
- IGEday, Introduce Girl to Engineering day – inspirational events for girls aged 14-15.

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES





# TRANSPARENCY AND BUSINESS ETHICS

Sigma Technology aims to deliver Superior Supplier Value to its customers. Sigma Technology supports transparent business practice ethics and follows clients with the same philosophy and approach. Sigma Technology has created anti-corruption policy and has involved in different initiatives to promote transparency and business ethics.

## AWARE ENTREPRENEURS

The Aware Entrepreneurs (Vállalható Vállalkozás) movement was established by Bridge Budapest, CEU Business School, and Transparency International in 2017.

Aware Entrepreneurs firmly believe that global success can originate also from Hungary and doing “clean” business plays a huge part in that. The initiative also has a website, <http://www.vallalhatovallalkozas.hu>, where Hungarian entrepreneurs can find business partners who share similar values and work according to the principles of transparency and integrity.

The community counts 842 members.

## ANTI-CORRUPTION

Sigma Technology do not accept any type of corruption. In our business we are transparent and honest. We base our policy and anti-corruption work on the UN program the fight against corruption, [thefightagainstcorruption.org](http://thefightagainstcorruption.org).

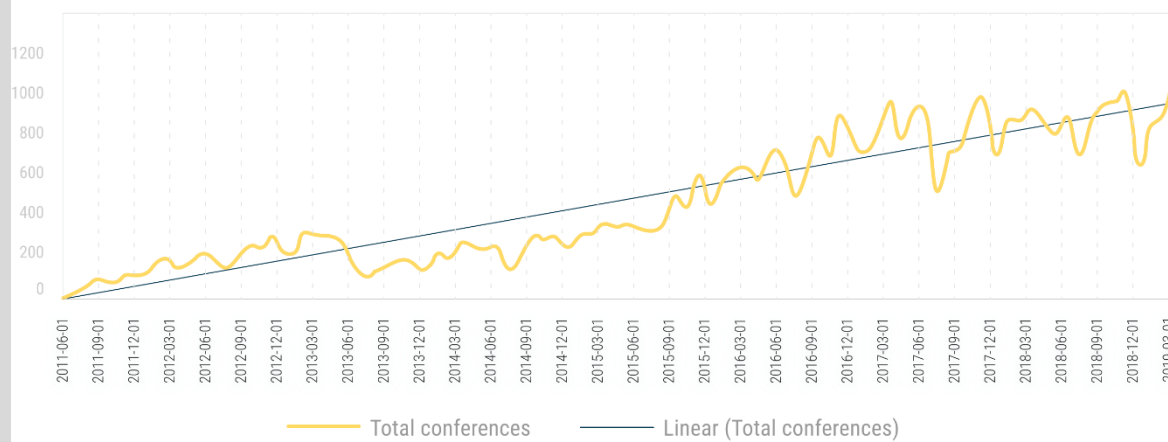
# ENVIRONMENT

The environmental policy is the baseline and sets the direction of Sigma Technology's environmental work. We define and grade our environmental aspects and based on relevant criteria our significant aspects are categorized into six focus areas.

Our environmental focus:

- **Travel** - We preferably choose remote solutions, such as Skype conferences. If we need to travel, we do so as environmentally friendly as possible.

Total online conferences



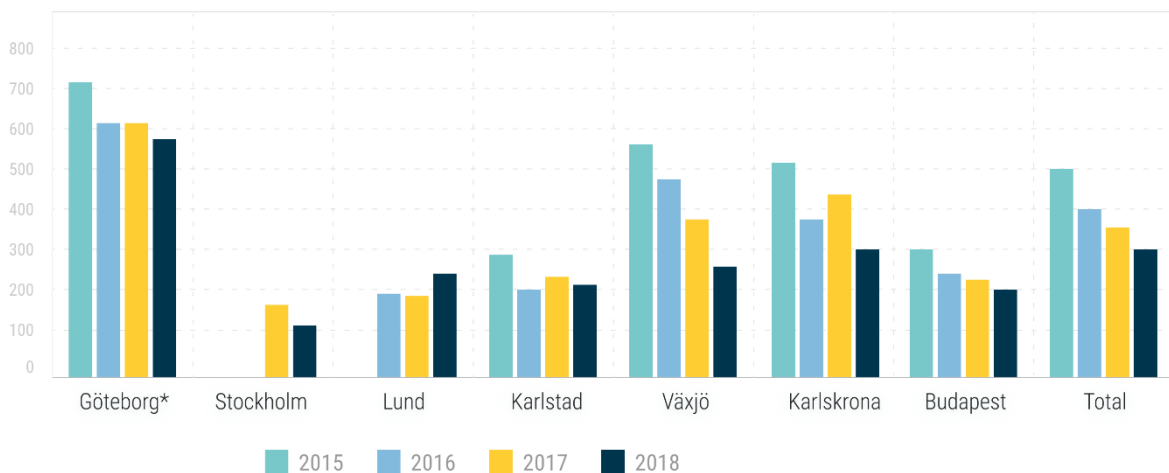
- **Commuting** - We encourage the employees to use public transportation or bike to work.
- **Energy usage** - We strive for efficiency to reduce our consumption of electricity.



# ENVIRONMENT

- Resource consumption - We minimize usage of consumables, sort waste and properly dispose environmentally hazardous waste.
- Coworker health - We encourage the employees to participate in activities and events to increase their health status.
- Corporate Social Responsibility (CSR) – We are a partner company for the social program [Star for Life](#).
- Sigma Technology's environmental work is certified according to ISO 14001:2015. This means that it is reviewed and audited regularly by a third party certification body.

Energy Consumption/Person [kWh/P]





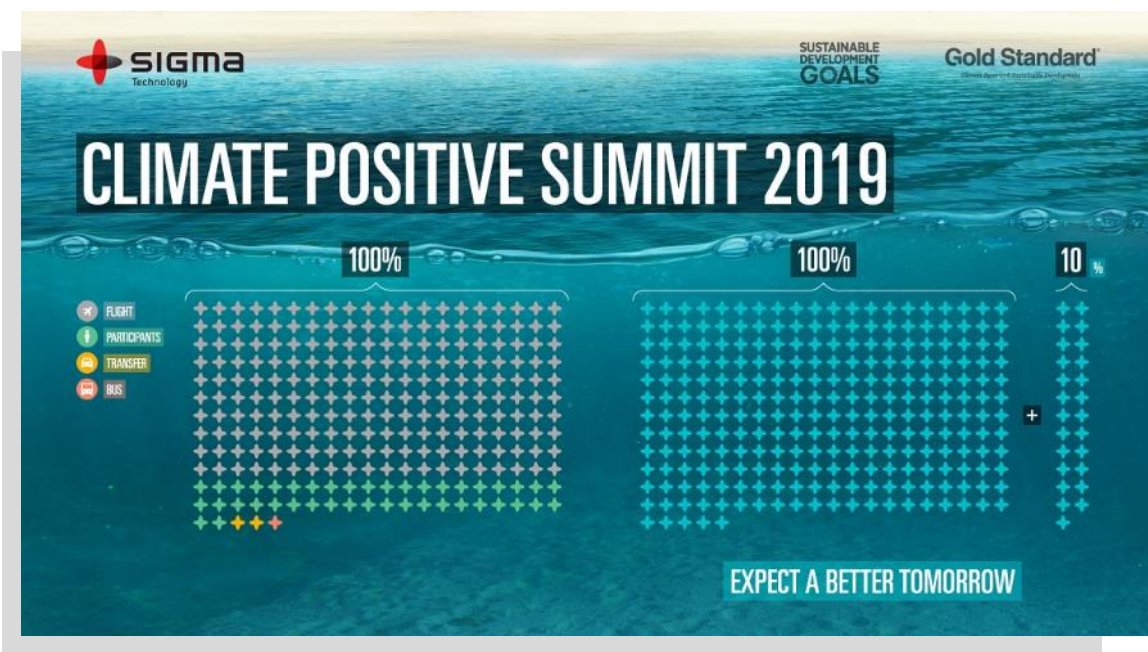


# ENVIRONMENT

The Sigma Technology Summit is an essential part of our working life. This trip is our onboarding event for new employees as well for employees already working at Sigma Technology in Sweden, where we share new ideas initiatives and update everyone on our business.

In cooperation with [CHOOOSE](#), a climate action platform startup, we have offset emissions from our flights to the summit location, three days- emissions for all the participants, and transfer to and from the airport in 2019. On top of that, we added 10% extra to make this a climate positive trip.

The equivalent of over 250 tons of carbon emissions has been invested in water borehole projects in Rwanda. This [Gold Standard](#) project improves health and sanitation in Rwanda by providing access to clean water.



# STAKEHOLDER ENGAGEMENT

The approach to stakeholder engagement enables Sigma Technology to learn about its expectations and concerns. It also provides insights into risks as well as opportunities.

The Company's stakeholders are divided into four categories:

- **Customers** – Sigma Technology communicates with customers through regular interactions and meetings as well as through dialogues focusing on specific sustainability and corporate responsibility topics. For example, upon customer request, in 2018, all managers conducted an anti-corruption training.
- **Business team** – The Sigma Technology business team is our link between our customers and our employees. We strive for transparency in our business and towards our stakeholders. The business team is trained in various areas, like business ethics, occupational health and safety, quality, environment, and information security.
- **Employees** – Our employees are Sigma Technology's main asset. Each year we conduct an employee survey. The Company's employees are requested to select and grade our business according to several aspects. These results helped to form our **materiality** assessment.
- **Society** – Sigma Technology includes suppliers, media, governments, civil society, and the public. Sigma Technology communicates and interact with its stakeholders on an ongoing basis on a diverse range of topics, like human rights, anti-corruption. We are engaged in joint projects and initiatives, meetings, and surveys. Other ways to obtain stakeholder insight are research collaborations with schools and universities.

# GOVERNANCE

Sigma Technology Group is a privately-owned limited liability company. The company's governance is based on the Articles of Association, the Swedish Companies Act, the Swedish Code of Corporate Governance, and other relevant Swedish and international laws and regulations.

- **Board of Directors**

The Board has the overall responsibility for Sigma Technology's organization and administration and governs Sigma Technology's corporate responsibility.

- **Executive Management**

The Executive Management team oversees the day-to-day implementation of the business strategy and corporate responsibility.

- **Corporate Sustainability Team**

The Corporate Sustainability team drives Sigma Technology's corporate sustainability strategy. The team implements a cross-functional corporate sustainability agenda and processes, monitors and reports on progress, and communicates various activities.

# SUSTAINABILITY REPORT INDEX

Sustainability is an integrated part of Sigma Technology's work. We are committed to transparent sustainability reporting.

## GRI

The Global Reporting Initiative (GRI) is a voluntary framework that sets out principles and indicators for measuring and reporting economic, environmental and social performance. This report has been prepared in accordance with the GRI Standards: Core option.

Sigma Technology's materiality analysis is part of the company's commitment to continuous improvement. Understanding our stakeholder's views on our industry and us as a company allows Sigma Technology to focus on the areas that matter and improve our cooperation. It also helps us to tailor our responses and supports us in getting our priorities right, as well as informing us on our reporting.

The results of this year's exercises show that our focus areas are in line with our stakeholders' expectations.

[sigmatechnology.se/about/sustainability/gri-index](https://sigmatechnology.se/about/sustainability/gri-index)

## Sustainability Report Review Statement

"As a specialist in the sustainability area, and being independent to the company, I have reviewed the Sigma Technology Group's 2019 Sustainability report.

This report has been prepared in accordance with the GRI Standards: Core option. I can confirm the company's ambition to transparently report its efforts in this area and to work with continuous improvements. I have not found any basis of irregularities, incomplete or incorrect information."



Jon Solheim  
Environment Consultant JMF Konsult AB

Göteborg 2019-10-30

# SUSTAINABILITY REPORT INDEX

## Sustainability report

The Sigma Technology Group management is responsible that the statutory sustainability report has been prepared in accordance with the Annual Accounts Act. All of Sigma Technology's business units, subsidiaries and production units worldwide are included in the report.

Below you can find the different mandatory parts for the sustainability report in accordance with the Annual Accounts Act. Read more on how we integrate it into our business model, how we measure our progress in the different areas through KPIs.

- Business model [Page 6](#)
- Sustainability KPIs [Page 9](#)
- Employment [Page 12](#)
- Social responsibility [Page 19](#)
- Human rights [Page 27](#)
- Anti-corruption [Page 29](#)
- Environment [Page 32](#)

The auditor's report on the statutory sustainability report to the general meeting of the shareholders of Sigma Technology Group AB, corporate identity number 556869-6016.

## The focus and scope of the review

Our examination of the statutory sustainability report has been conducted in accordance with FAR's auditing standard River 12, the auditor's report on the statutory sustainability report.

This means that our examination of the statutory sustainability report is different and substantially less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinions.

# APPENDIX 1

## 102-8 Information on co-workers and other workers

	Male	Female	Total	Sweden	Hungary	China	Male Fulltime	Female Fulltime	Male Part-time	Female part-time
Total number of employees by employment contract (permanent and temporary), by gender.	530	273	803							
Total number of employees by employment contract (permanent and temporary), by region.				597	148	58				
Total number of employees by employment type (full-time and part-time), by gender.							523	255	7	16
Whether a significant portion of the organization's activities are performed by workers who are not employees.	39 FTEs are Sub-contractors working with us.									
Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).	No									
An explanation of how the data have been compiled, including any assumptions made.										

## 405-1 Diversity of governance bodies and employees

Category	Total		Under 30		30 to 50		Over 50	
	Female	Male	Female	Male	Female	Male	Female	Male
Sigma Technology Group Board of Directors	0	3	0	0	0	1	0	2
Sigma Technology Business Team	14	44	1	1	12	38	1	5
Employees	273	530	84	158	173	323	16	66

## 305-1 Direct (Scope 1) GHG emissions

Office	Kwh	CO2 (ton)	GHG	Co-worker seminar	CO2 (ton)
Sweden	178571	2,32	13	Transfer Car/Bus	2,5
China	14418	10,09	700	Emissions pp x 500	45
Hungary	29592	7,69	260	Flight	200
Sum	222581	20,10		Sum	247,5

